

# The Healing Is in the Care, Not the Scalpel



## Accelerating Performance After Change

Duration: 45–60 minutes

### Why This Matters Now

After the bold decisions are made – the restructure, the merger, the strategic pivot – the real work of recovery begins.

This is where most leaders don't have a plan.

Without focused recovery, trust erodes, teams disengage, and top performers quietly leave.

With the right approach, leaders can turn this vulnerable moment into a competitive advantage – accelerating re-

engagement, rebuilding trust, and restoring performance faster.

Drawing from a formative story in a remote African mining town and decades of corporate leadership, this keynote reveals how to identify, equip, and empower **Recovery Catalysts** – the steady, trusted influencers who drive organizational healing and resilience.

### What the Audience Will Take Away

**A new lens on change** – Why recovery speed, not just decision-making, determines performance trajectory.



**A practical method to find hidden influencers** – The people who quietly hold culture together during upheaval.



**A tested framework for resilience** – Four steps leaders can apply immediately to rebuild trust and re-engage teams.



**Stories that stick** – Unforgettable lessons drawn from bush medicine, corporate leadership, and human psychology.

### Key Themes & Flow



**1. The Hidden Half of Change** – the unseen costs of neglecting recovery.



**2. From Scalpel to Care** – a Botswana story that reframes how leaders see recovery.



**3. Four Pillars of Recovery** – spot, equip, support, and empower recovery catalysts.



**4. Lessons from the Frontline** – real-world recovery in volatile times.



**5. Call to Action** – embedding recovery-focused leadership as a strategic advantage.

# James Linnett

**Speaker • Executive Advisor • Transformation Leader**



James Linnett advises C-suite leaders and transforms leadership cultures in high-stakes environments – from Wall Street boardrooms to the African bush.

With over 30 years' experience guiding global financial institutions through high-stakes change, James has led organizations of up to 15,000 people and multi-billion-dollar portfolios at Citi, Bank of America, and JP Morgan. He is recognized for shaping leadership cultures and driving enterprise-wide transformation in some of the world's most complex, regulated environments.

As founder of Edgeless Strategies LLC, James provides executive advisory services to senior leadership teams, helping them navigate governance, cultural change, and strategic transformation. His work blends board-level problem-solving with practical tools for embedding resilience and agility across the organization.

Born in England and raised in Botswana and South Africa, James combines his African bush heritage with corporate expertise to deliver Tracking Success – a leadership framework inspired by the mindset of expert wildlife trackers. Each year, he leads groups into the bush to track for real, bringing back vivid lessons on awareness, informed judgment, and decisive action under pressure.

A champion of Tracker Academy, James bridges two worlds – the boardroom and the wild – helping leaders thrive in uncertainty and build cultures ready for change.

## Highlights:

- Founder of **Edgeless Strategies LLC**, advising C-suite leaders on governance, culture, and transformation.
- Senior leadership roles at Citi, Bank of America, and JP Morgan.
- Keynote speaker for leadership teams in global financial services, technology, and professional services.
- Advocate and benefactor for conservation and cultural heritage through **Tracker Academy**.

## Audiences Served:

Recent leadership sessions delivered for:

- Senior leadership team at a top 10 global hedge fund.
- Executive technology leadership of a major North American bank.
- Fundraising leadership team of a global non-profit organization.